Regular Governing Board Meeting

(Adopted) Meeting Minutes

CABRILLO UNIFIED SCHOOL DISTRICT

Thursday, April 13, 2023 • Public Session: 6:00 PM
Cunha Intermediate School • 600 Church Street, Half Moon Bay, California 94019

1. OPENING BUSINESS

a. Call Public Session to Order – 6:01 PM

b. Roll Call / Quorum

Board Members Present:	Sophia Layne, President Kimberly Hines, Vice President Carmen Daniel, Clerk to the Governing Board (arrived at 6:03 PM) Lizet Cortes, Member Mary Beth Alexander, Member
Student Board Member Absent:	Catalina Gonzalez Johnston
Administrators Present:	Sean McPhetridge, Ed.D., Superintendent Leticia Bhatia, Ed.D., Assistant Superintendent
Administrators Absent:	J Jesús Contreras, Chief Business Officer

c. Pledge of Allegiance

Student Board Member Catalina Gonzalez Johnston led the Pledge of Allegiance.

2. APPROVAL OF AGENDA

Superintendent McPhetridge requested to amend the agenda by:

Changing the order of Item *3b. Employee Organizations Report* at the request of CUTA Co-President Sean Riordan, so CSEA provides their union report first.

Adding the *Approval of Half Moon Bay High Future Farmers of America Field Trips to Fresno, California, April 19-20, 2023, and April 21-22, 2023,* to the Consent Agenda.

Moving Item *4.p Approval for Purchase and Installation of Portables for the CUSD Projects* from the Consent Agenda to the General Business section for separate consideration.

Changing Item *5.a Update on District Demographics, Anticipated Enrollment Declines in CUSD Schools, and Recommendations for Elementary School Boundary Changes to Balance District Enrollment* from Action to Discussion.

Postponing Item *5.d Approval of Resolution No. 05-2023 TRAN Issuance and Resolution Maximum Amount Borrowing* to the May 11, 2023 meeting.

Member Kimberly Hines made a motion to approve the agenda as amended. Motion seconded by Member Mary Beth Alexander.

(M-30) Passed 5-0 with Student Board Member voting aye

3. COMMUNICATIONS

a. Public Comments

The Board received one (1) comment via the Google Public Comment Request form related to this agenda item. To read the full public comment submitted via the Google Public Comment Request form, please follow the link provided below:

https://docs.google.com/spreadsheets/d/1ofxstFLOZS--DMvrgIzdQiBK7PSyaqX1F6DS2OVfWrQ/edit?usp=share_link

Erica Krein commented on advocating for better local, state, and federal school funding, equity adjustments, and system barricades and obstacles. Krein also commented on the value of teachers and their inclusion in decision-making policies.

Abby Foster, Hatch teacher, spoke about her experience working with previous school boards, teacher shortages and teacher retention, work environment, and teachers' respect and value. Foster also spoke about Cost of Living Adjustment and other districts' salary increase offers for next year compared to CUSD's zero offer.

Mike Ramirez, concerned citizen, provided a comment on expectations of living in the San Francisco Area, the 5 percent increase of the federal government to its employees, and an article in the Half Moon Bay Review about the district budget.

Richard van Wyngaarden, HMBHS Social Studies teacher, spoke about the years working at the district and the years working on an expired contract, the zero percent salary increase offer, the Intent to Return survey, and the district's newer administrators' hires and spending increase.

Kerri DeMartini, HMBHS teacher, addressed the board about the 8 percent Cost of Living Adjustment estimation, its distribution, and teacher compensation. DeMartini also spoke about the teacher shortage and the cost of living.

Rafael Dubon spoke to the Board about his family medical leave and his return to the district, his interactions with former HMBHS students about their experience in HMBHS, negotiations, the two most recent salary offers of 2 percent and zero percent, and benefits.

Amy Treanor, HMBHS teacher, commented on the salary increase offered to retain teachers, the recent zero percent salary increase offer, and the aspirational 15 percent reserve. Treanor also provided some history of actions taken in the recession of 2008.

Jenny Scarpaci, Farallone View teacher, spoke about two trainings she attended and her experience during the trainings, the challenges teachers face teaching at CUSD, the zero percent salary increase, and the district investment in teachers.

Theresa Janzen, HMBHS teacher, addressed the Board on teachers' departure to districts for better pay, hiring and attraction, and benefits compared to other over-the-hill districts. Janzen also discussed veteran teachers mentoring new educators and the impact on student achievement.

Sharm DeMeo, CUSD teacher, commented on the support received by parents, teachers, and administrators and her feelings about not being heard when advocating for students. DeMeo thanked all attendees for being together.

Annette Angeles-Hagarty, CUSD teacher and Coastside resident, spoke about the changes on the Coast and told the Board that teachers feel undervalued and unappreciated. Angeles-Hagarty also discussed the Cost of Living Adjustment, collaboration time, and teachers' respect.

Heidi Mills, El Granada teacher and Coastside resident, spoke to the Board about the teachers' feeling of not being heard or valued. Mills also spoke about items on the agenda that affect everybody, communication, and collaboration.

Thomas Walrod, HMBHS teacher, asked some questions to the Board and said that teachers would do anything for the students. Walrod also spoke about teachers' and students' respect and the investment teachers do themselves to support students so they thrive.

Kate Walera, HMBHS teacher, spoke about her experience teaching at Half Moon Bay High School and her interaction with students about school and teachers' compensation. Walera also provided some historical information on teachers' salaries in California and inflation adjustment.

Traci Yerby, HMBHS teacher, commented on the feeling and expectation of teachers of being valued and heard and said they expect administrators and Board members listen to teachers' concerns about retention, consistency, curriculum, and safety.

Manuel Figueroa, resident, compared schools to factories and said managers are rewarded while people working in classrooms are put down. Figueroa commented on the district's administrator hires, teacher support, and turnover.

Melinda King – Not present

Christina Baker, HMBHS teacher and CUSD parent, commented on her relations with colleagues and her experiences volunteering as a parent at their children's schools. Baker added that teachers are amazing, shouted out to Cunha Administration, and said she would love to know more about the finances.

Avis Calhoun, El Granada teacher, shared with the Board her teaching practice and referred to Member Layne's report on training needed to address implicit bias and focus on equity. Calhoun also spoke about professional development, ELD curriculum, teachers' preparation, and the route of teaching credentialing.

Marianne Benson, Hatch teacher, spoke about her experience teaching at Hatch, teacher turnover, retention, and attraction. Benson said teachers do not apply to this district because of money and that students' learning is a priority when teachers are a priority.

Shannon Murray, Hatch teacher and CUSD parent, spoke to the Board about community, equity, and support. Murray said Board members are an integral part of the community and asked to support intervention for ELD students and to consider teachers' voices when voting on essential items.

Robin Short spoke to the Board about trust and teachers' value. Short also asked to allocate funds to teachers and to pay teachers annual salary increases and the Cost of Living Adjustment deserved.

Stacy McCarthy, Half Moon Bay resident, thanked teachers for being there for the students. McCarthy also said that there is nothing more important than teachers on the Board's agenda and asked the Board to take care of the students.

Corinna Liebowitz, Half Moon Bay resident, said the most important thing is the teachers that influence students' experience. Liebowitz also said that there are many ways to support teachers, but a fundamental place to start is salary.

Aisha Baro, CUSD parent, shared with the Board her child's experiences with teachers and said that those interactions impact families. Baro also spoke about advocating for school funding, equity and diversity, and teacher equity pay.

b. Employee Organizations Report

CSEA Representatives

None.

CUTA Representatives

Co-President Sean Riordan commented on the district budget and said that this is not a revenue problem but a spending problem. Co-President Riordan continued saying that he believes Board decisions disserve our students, but he also believes Board members have the best intentions. Co-President Sean Riordan also expressed his feelings toward Board decisions and priorities.

c. Board Members Report

Member Kimberly Hines started her report expressing appreciation for all teachers that made comments. Member Hines said these conversations have disconnections as the Board is not free to speak on negotiations, but she asked everyone to be curious about the information not shared and said she values the district and the teachers. Member Hines last reported that she visited Half Moon Bay High School and commented on its wonderful energy.

Member Lizet Cortes thanked Avis Calhoun for her service to the students. Member Cortes also acknowledged Dr. McPhetridge for bringing the proclamations to the Board to shed light on minorities. Member Cortes said this community is also composed of other races, ethnicities, and cultures, making it a wonderful place. May is a time to celebrate and honor these cultures, their history, and their contributions. Member Cortes thanked Mr. Galvin for the invitation to the HMBHS Drama play and said that it is amazing to see the great things students do with the support and leadership of teachers and volunteers. Member Cortes apologized for leaving the room during Public Comments and said she wanted to ensure Latino parents outside the room felt welcome.

Member Carmen Daniel thanked the public for coming and showing how much they care about the students, and she reassured Board members are there too because they care about the students and are doing their best to ensure values are honored.

Member Mary Beth Alexander said that Board members wish teachers were paid more. Member Alexander shared that one of the reasons she ran for the Board was to understand more about the district's finances. Member Alexander reminded the public that her door is always open to talk to anyone about the district budget or to contact district administrators, as they also want the best for the students.

President Sophia Layne thanked the public for the comments. She reassured that Board members listen to their perspective but asked to understand Board members' limitations and encouraged them to reach out to them for conversations. President Layne then expressed how amazing and unique the Coast is to have a unified school district with about 2800 students and said it is important to share with the public when Board members visit a school site. President Layne continued reporting the events she attended, including the Latino Round Table, PTO Alliance meeting, Chamber Annual Teacher Appreciation event, the Community Hub Ribbon Cutting, Cunha's Challenge Day Event, The HEAL Project Fundraising Dinner, a visit to Half Moon Bay High School to learn about the CTE and Career Learning Programs, and the HMBHS Health and Wellness meeting. President Layne extended an invitation to contact board members for any event or classroom visitation. President Layne also reported participating in the CSBA training on cultural competence, Legislative Action Week where she presented on critical legislative needs for schools across California, and Sacramento for the Legislative Committee meeting.

President Layne thanked CBO Jesus Contreras and district staff for presenting the Second Interim Budget Update last month, and she informed the public that with a second consecutive qualified budget certification the County must contact the Board with a letter discussing SMCOE's concerns with the district's solvency. President Layne read a few sentences of this letter that was received a couple of days previously highlighting that the district must "work with the San Mateo County Office of Education fiscal expert to address deficit spending and develop a fiscal stabilization plan along with a resolution which must be summited to SMCOE with a Third Interim Report by June 1, 2023…." President Layne also shared that this letter warns the district that any salary and benefits increase, if paid from reserves or other one-time sources, could adversely affect the district's financial condition. President Layne reminded people that there is a need to pay attention to the district's budget for solvency in years ahead, and she reminded people that this is a requirement of SMCOE and the State of California.

To end, President Layne said that the Legislative Analyst Office announced that Governor's January Budget proposal would change due to worsening economic conditions and added that until the Legislature agrees on a budget, there is no Cost of Living Adjustment that can actually be relied upon ahead.

d. Student Board Member Report

Student Board Member Catalina Gonzalez Johnston provided the Board and the public with an update on El Granada Elementary, Farallone View Elementary, Hatch Elementary, Kings Mountain Elementary, Cunha Intermediate, Half Moon Bay High, Pilarcitos High, and La Costa Adult School's latest events and activities.

e. Superintendent Report

Superintendent Dr. Sean McPhetridge reported that he attended the Future Farmers of America field trip at the State Conference in Ontario. On the last day before the spring break, he visited Farallone View and spoke to a teacher about their concerns about phone service at Farallone View in case of emergencies, visited El Granada to see the Arts and Science Day, and visited Hatch because of a safety concern.

Dr. McPhetridge continued his report sharing that this is a difficult time to come to Board meetings because he anticipates disappointment that the district cannot reconcile the budget realities with what staff actually deserve with regard to salary raises. Dr. McPhetridge then asked the public to do an internet search of US News and World Report to check CUSD's Per-Pupil Spending compared to neighboring districts; if people do that, they will see how districts over the hill receive twice or almost thrice what CUSD receives as annual funding. He said that some of the comments heard tonight were true, and he said that some might not be actually factual but understood how and why it feels that way to some individuals. He added that the district has been working on planning workforce housing as a potential solution to the concerns about housing affordability on the Coast. He also confirmed that the district received the letter referenced by President Layne that said the district could not yet ask the Board to approve the TRAN loan to pay staff during a shortfall caused from flipping from LCFF to Basic Aid until review because of the deficit spending. Dr. McPhetridge said that part of this is because of the district's choices to address parent and student programs and the salary increase of 3 percent in 2019-20, 3 percent in 2020-21, and 5 percent last year, but he recognized that even these three years of raises still was not enough for all staff, especially classified employees who are among those making the lowest salaries in all school districts.

Dr. McPhetridge also reported that district staff met over the Spring Break to journal to one-time funding expenses so the district can work to end this year with a positive fund balance and meet the state mandated three percent reserve, and he reminded everyong that the 15 percent reserve mentioned previously is an aspirational policy that the district hasn't actually been able to enact and thus can’t spend.

At 8:14, Kimberly Hines motioned for a 5 minute recess. Motion seconded by Member Lizet Cortes.

(M-31) Passed 5-0 with Student Board Member voting aye
President Layne reconvened at 8:22 PM

4. CONSENT AGENDA

a. Adoption of Proclamation Designating April 22, 2023, as Earth Day
b. Adoption of Proclamation Declaring May 8-12, 2023, as Student Mental Health Week
c. Adoption of Proclamation Recognizing May 2023 as Asian American and Pacific Islander Heritage Month
d. Adoption of Proclamation Recognizing May 2023 as Jewish American Heritage Month
e. Approval of Proclamation Endorsing May 2023 as Employee Appreciation Month
f. Approval of Comprehensive School Safety Plans
g. Approval of Certificated Personnel Report
h. Approval of Classified Personnel Report
i. Approval of the San Jose State University Student Teacher Agreement
j. Adoption of Resolution No. 04-2023 Declaration for Substitute CBEST Waiver
k. Approval of Correction of CSEA 12-Month Work Calendar for 2022-23 School Year
l. Approval of Donations to Cabrillo Unified School District
m. Approval of Warrant Register Report Processed
n. Approval of Out-of-State Travel Expenses to the National Conference on Science Education (NSTA)
o. Approval of Bond Financial Agreement: Isom Advisors
q. Approval of Quarterly Report on Williams Uniform Complaints
r. Approval of Governing Board Policy Updates as Recommended by the California School Boards Association

s. Approval of Regular and Special Governing Board Meetings Minutes
t. Approval of Half Moon Bay High Future Farmers of America Field Trips to Fresno, California, April 19-20, 2023, and April 21-22, 2023

Member Carmen Daniel made a motion to approve the Consent Agenda. Motion seconded by Member Kimberly Hines.

ROLLCALL VOTE
Sophia Layne, President – aye
Kimberly Hines, Vice President – aye
Carmen Daniel, Clerk to the Governing Board – aye
Lizet Cortes, Member – aye
Mary Beth Alexander, Member – aye

(M-31) Passed 5-0 with Student Board Member voting aye

5. GENERAL BUSINESS

a. Update on District Demographics, Anticipated Enrollment Declines in CUSD Schools, and Recommendations for Elementary School Boundary Changes to Balance District Enrollment

Demographer Tom Williams of Enrollment Projection Consultants provided an updated presentation on community demographics, school enrollment trends, and proposed recommendations for elementary school boundaries.

Rocío Ávila, ELAC representative, submitted a comment read by Josefina Infanzón, Administrative Assistant and interpreter, that asked the district to please provide information in Spanish to the Latino parents about the boundary change proposal and to provide options for enrollment.

The Board received thirteen (13) comments via the Google Public Comment Request form related to this agenda item. To read the full public comment submitted via the Google Public Comment Request form, please follow the link provided below:

https://docs.google.com/spreadsheets/d/1ofxstFLOZS--DMvrgIzdQiBK7PSyaqX1F6DS2OVfWrQ/edit?usp=share_link

Aisha Baro said that the Latino community did not know about the topic and thanked the Board for delaying the vote. Baro suggested having live meetings to include the Latino population because they are most impacted.

Laura Sanders, El Granada PTO Vice President, thanked the Board for delaying the vote and said that this decision should not be made lightly and should involve community input.

At 9:48, Superintendent Sean McPhetridge requested a motion to continue past the 10:00 PM curfew. Kimberly Hines called the motion to continue past the 10:00 PM curfew until 11:30 PM. Motion seconded by Member Carmen Daniel.

(M-32) Passed 5-0
Student Board Member Catalina Gonzalez Johnston – absent

b. Adoption of Middle and High School Mathematics Curriculum 2023-2024 through 2030-2031

Member Carmen Daniel motioned to approve the Adoption of Middle and High School Mathematics Curriculum 2023-2024 through 2030-2031 as presented. Motion seconded by Member Kimberly Hines.

(M-33) Passed 5-0
Student Board Member Catalina Gonzalez Johnston – absent

c. Approval of the Declaration of Need for Fully Qualified Educators for the 2023-24 School Year

Member Mary Beth Alexander motioned to approve the Declaration of Need for Fully Qualified Educators for the 2023-24 School Year as presented. Motion seconded by Member Kimberly Hines.

(M-34) Passed 5-0
Student Board Member Catalina Gonzalez Johnston – absent

e. Approval of Resolution No. 06-2023 Clearing Bank Accounts

Member Lizet Cortes motioned to approve Resolution No. 06-2023 Clearing Bank Accounts as presented. Motion seconded by Member Mary Beth Alexander.

ROLLCALL VOTE
Sophia Layne, President – aye
Kimberly Hines, Vice President – aye
Carmen Daniel, Clerk to the Governing Board – aye
Lizet Cortes, Member – aye
Mary Beth Alexander, Member – aye

(M-35) Passed 5-0
Student Board Member Catalina Gonzalez Johnston – absent

4.p Approval for Purchase and Installation of Portables for the CUSD Projects

Member Kimberly Hines motioned to approve Approval for Purchase and Installation of Portables for the CUSD Projects as presented. Motion seconded by Member Carmen Daniel.

(M-36) Passed 5-0
Student Board Member Catalina Gonzalez Johnston – absent

8. ADJOURNMENT OF THE MEETING

The motion to adjourn the meeting was made by Member Lizet Cortes and seconded by Member Carmen Daniel.

(M-37) Passed 5-0
Student Board Member Catalina Gonzalez Johnston – absent

The meeting was adjourned at 10:29 PM

Minutes prepared by Rosibel Acosta, Administrative Assistant to the Superintendent

Minutes presented by Sean McPhetridge, Ed.D., Secretary to the Governing Board

Certified by:

_____ _____
Carmen Daniel Date
Clerk to the Governing Board